

Amendments to the Claims:

This listing of claims replaces all prior versions and listings of claims in the application:

Listing of Claims:

1. (Currently amended) A method of mining human capital information, the method comprising:

receiving user input specifying criteria of association with a dynamic target group by defining one or more attributes of a communication group;

~~identifying individuals of the dynamic target group by searching, in response to the input,~~
at least one implicit data source, ~~not originally created for establishing the dynamic target group,~~
[according to the] ~~to determine if information therein matches the defined one or more~~ attributes;
~~if a match is determined, using the information to identify individuals of the dynamic~~
~~target group;~~

communicating with the identified individuals of the dynamic target group;

logging at least some of the communications; and

analyzing the logged communications.

2. (Original) The method of claim 1 further comprising saving the defined attributes.

3. (Previously Presented) The method of claim 1 wherein communicating with the identified individuals of the dynamic target group includes sending to the identified individuals of the dynamic target group an information request based on at least one of a survey and a questionnaire.

4. (Original) The method of claim 1 further comprising generating a report based on a result of analyzing the logged communications.

5. (Previously presented) The method of claim 1 further comprising accessing an enterprise resource planning system to identify individuals of the dynamic target group from master data of employees of an enterprise.

6. (Previously Presented) The method of claim 1 further comprising sending information to a member of the dynamic target group triggered on an occurrence of a life or work event associated with a member.

7. (Previously Presented) The method of claim 1 wherein defining attributes includes defining attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the dynamic target group.

8. (Original) The method of claim 1 wherein communicating occurs over at least one of a computer network, wireless, the Internet, an Intranet, electronic-mail and voice-mail.

9. (Previously Presented) The method of claim 1 wherein communicating includes sending to the identified individuals of the dynamic target group at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

10. (Previously Presented) The method of claim 1 wherein communicating includes distributing information to the identified individuals of the dynamic target group, and receiving feedback from the identified individuals of the dynamic target group.

11. (Original) The method of claim 1 further comprising providing an enterprise with an ability to make decisions based on a result of analyzing the one or more logged communications.

12. (Currently amended) The method of claim 1 ~~wherein searching the explicit data sources includes~~ further comprising searching at least one explicit data source ~~source~~ having explicitly defined attribute information.

13. (Previously presented) The method of claim 1 wherein searching the at least one implicit data source includes searching data sources having implicitly defined attribute information.

14. (Currently amended) An article comprising a machine-readable medium storing machine-readable instructions that, when applied to the machine, cause the machine to perform operations comprising:

receive user input specifying criteria of association with a dynamic target group by defining one or more attributes of a communication group;

~~identify individuals of the dynamic target group by searching~~ search, in response to the input, at least one implicit data source, not originally created for establishing the dynamic target group, [according to the] to determine if information therein matches the defined one or more attributes;

if a match is determined, use the information to identify individuals of the dynamic target group;

communicate with the identified individuals of the dynamic target group;

log at least some of the communications; and

analyze the logged communications.

15. (Original) The article of claim 14 further comprising instructions to save the defined attributes.

16. (Previously Presented) The article of claim 14 wherein instructions to communicate with the identified individuals of the dynamic target group include instructions to send to the identified individuals of the dynamic target group an information request based on at least one of a survey and a questionnaire.

17. (Original) The article of claim 14 further comprising instructions to generate a report based on a result of analyzing the logged communications.

18. (Previously Presented) The article of claim 14 further comprising instructions to access an enterprise resource planning system to identify individuals of the dynamic target group from master data of employees of an enterprise.

19. (Previously Presented) The article of claim 14 further comprising instructions to send information to a member of the dynamic target group triggered on an occurrence of a life or work event associated with a member.

20. (Previously Presented) The article of claim 14 wherein instructions to define attributes include instructions to define attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the dynamic target group.

21. (Canceled)

22. (Previously Presented) The article of claim 14 wherein instructions to communicate include instructions to communicate with the identified individuals of the dynamic target group using at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

23. (Previously Presented) The article of claim 14 wherein instructions to communicate include instructions to distribute information to the identified individuals of the dynamic target group, and receiving feedback from the identified individuals of the dynamic target group.

24. (Original) The article of claim 14 further comprising instructions to provide an enterprise with an ability to make decisions based on a result of analyzing the one or more logged communications.

25. (Previously presented) The article of claim 14 further comprising instructions to search an explicit data source, wherein instructions to search the explicit data sources include instructions to search explicit data sources having explicitly defined attribute information.

26. (Previously presented) The article of claim 14 wherein instructions to search the at least one implicit data source include instructions to search implicit data sources having implicitly defined attribute information.

27. (Currently amended) A system for mining human capital information, the system comprising one or more computers configured to perform operations comprising:

receiving user input specifying criteria of association with a dynamic target group by defining one or more attributes of a communication group;

identifying individuals of the dynamic target group by searching, in response to the input, at least one implicit data source, not originally created for establishing the dynamic target group, [according to the] to determine if information therein matches the defined one or more attributes; if a match is determined, using the information to identify individuals of the dynamic target group;

communicating with the identified individuals of the dynamic target group;

logging at least some of the communications; and

analyzing the logged communications.

28. (Original) The system of claim 27 further comprising saving the defined attributes.

29. (Previously Presented) The system of claim 27 wherein communicating with the identified individuals of the dynamic target group includes sending to the identified individuals

of the dynamic target group an information request based on at least one of a survey and a questionnaire.

30. (Original) The system of claim 27 further comprising generating a report based on a result of analyzing the logged communications.

31. (Previously presented) The system of claim 27 further comprising accessing an enterprise resource planning system to identify individuals of the dynamic target group from master data of employees of an enterprise.

32. (Previously presented) The system of claim 27 further comprising sending information to a member of the dynamic target group triggered on an occurrence of a life or work event associated with a member.

33. (Previously presented) The system of claim 27 wherein defining attributes includes defining attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the dynamic target group.

34. (Canceled)

35. (Previously presented) The system of claim 27 wherein communicating includes sending to the identified individuals of the dynamic target group at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

36. (Previously presented) The system of claim 27 wherein communicating includes distributing information to the identified individuals of the dynamic target group, and receiving feedback from the identified individuals of the dynamic target group.

37. (Original) The system of claim 27 further comprising providing an enterprise with an ability to make decisions based on a result of analyzing the one or more logged communications.

38. (Previously presented) The system of claim 27 wherein identifying the individuals further comprises searching at least one explicit data source and wherein searching the explicit data source includes searching data sources having explicitly defined attribute information.

39. (Previously presented) The system of claim 27 wherein searching the at least one implicit data source includes searching data sources having implicitly defined attribute information.

40. (Currently amended) A method of establishing a target group, the method comprising: receiving user input specifying criteria of association with a dynamic target group by defining information associated with one or more attributes for the dynamic target group; saving the defined attribute information; and ~~identifying individuals of the dynamic target group~~ by searching at least one implicit data source, not originally created for establishing the dynamic target group, for people having the defined attributes to identify individuals of the dynamic target group.

41. (Previously Presented) The method of claim 40 further comprising generating a distribution list of the dynamic target group at a time information is exchanged with the identified individuals of the dynamic target group.

42. (Previously presented) The method of claim 40 further comprising updating a distribution list of the dynamic target group at a time information is exchanged with the identified individuals of the dynamic target group.

43. (Previously presented) The method of claim 40 further comprising:

communicating with the identified individuals of the dynamic target group, wherein communicating includes sending to the identified individuals of the dynamic target group an information request based on at least one of a survey and a questionnaire.

44. (Previously presented) The method of claim 40 further comprising accessing an enterprise resource planning system to define information associated with one or more attributes for the dynamic target group from master data of employees of an enterprise.

45. (Previously presented) The method of claim 40 further comprising sending information to a member of the dynamic target group triggered on an occurrence of a life or work event associated with a member.

46. (Previously presented) The method of claim 40 wherein defining information includes defining attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the dynamic target group.

47. (Canceled)

48. (Previously presented) The method of claim 40 further comprising communicating with the identified individuals of the dynamic target group, wherein communicating includes sending to the identified individuals of the dynamic target group at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

49. (Previously presented) The method of claim 40 further comprising communicating with the identified individuals of the dynamic target group, wherein communicating includes distributing information to the identified individuals of the dynamic target group, and receiving feedback from the identified individuals of the dynamic target group.

50. (Previously presented) The method of claim 40 wherein identifying the individuals further comprises searching at least one explicit data source and wherein searching the explicit data source includes searching data sources having explicitly defined attribute information.

51. (Previously presented) The method of claim 40 wherein searching the at least one implicit data source includes searching data sources having implicitly defined attribute information.

52. (Currently amended) An article comprising a machine-readable medium storing machine-readable instructions that, when applied to the machine, cause the machine to perform operations comprising:

receive user input specifying criteria of association with a dynamic target group by defining information associated with one or more attributes for the dynamic target group;
save the defined attribute information; and
~~identify individuals of the dynamic target group by searching~~ search at least one implicit data source, not originally created for establishing the dynamic target group, for people having the defined attributes to identify individuals of the dynamic target group.

53. (Previously presented) The article of claim 52 further comprising instructions to generate a distribution list of the dynamic target group at the time information is exchanged with the identified individuals of the dynamic target group.

54. (Previously presented) The article of claim 52 further comprising instructions to update a distribution list of the dynamic target group at a time information is exchanged with the identified individuals of the dynamic target group.

55. (Previously presented) The article of claim 52 further comprising instructions to communicate with the identified individuals of the dynamic target group, wherein the instructions to communicate include-instructions to send to the identified individuals of the dynamic target group an information request based on at least one of a survey and a questionnaire.

56. (Previously presented) The article of claim 52 further comprising instructions to access an enterprise resource planning system to define information associated with one or more attributes for the dynamic target group from master data of employees of an enterprise.

57. (Previously presented) The article of claim 52 further comprising instructions to send information to a member of the dynamic target group triggered on an occurrence of a life or work event associated with a member.

58. (Previously presented) The article of claim 52 wherein instructions to define information includes instruction to define attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the dynamic target group.

59. (Canceled)

60. (Previously presented) The article of claim 52 further comprising instructions to communicate with the identified individuals of the dynamic target group, wherein the instructions to communicate include instructions to send to the identified individuals of the dynamic target group at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

61. (Previously presented) The article of claim 52 further comprising instructions to communicate with the identified individuals of the dynamic target group, wherein the instructions to communicate include instructions to distribute information to the identified individuals of the dynamic target group, and receive feedback from the identified individuals of the dynamic target group.

62. (Previously presented) The article of claim 52 further comprising instructions for searching at least one explicit data source and wherein instructions to search the explicit data source include instructions to search data sources having explicitly defined attribute information.

63. (Previously presented) The article of claim 52 wherein instructions to search the at least one implicit data source include instructions to search data sources having implicitly defined attribute information.

64. (Currently amended) A system for establishing a target group, the system comprising one or more computers configured to perform operations comprising:

receiving user input specifying criteria of association with a dynamic target group by defining information associated with one or more attributes for the dynamic target group; saving the defined attribute information; and
~~identifying individuals of the dynamic target group by searching at least one implicit data source, not originally created for establishing the dynamic target group,~~ for people having the defined attributes to identify individuals of the dynamic target group.

65. (Previously presented) The system of claim 64 further comprising generating a distribution list of the dynamic target group at the time information is exchanged with the identified individuals of the dynamic target group.

66. (Previously presented) The system of claim 64 further comprising updating a distribution list of the dynamic target group at a time information is exchanged with the identified individuals of the dynamic target group.

67. (Previously presented) The system of claim 64 further comprising communicating with the identified individuals of the dynamic target group, wherein communicating includes sending to the identified individuals of the dynamic target group an information request based on at least one of a survey and a questionnaire.

68. (Previously presented) The system of claim 64 further comprising accessing an enterprise resource planning system to define information associated with one or more attributes for the dynamic target group from master data of employees of an enterprise.

69. (Previously presented) The system of claim 64 further comprising sending information to a member of the dynamic target group triggered on an occurrence of a life or work event associated with a member.

70. (Previously presented) The system of claim 64 wherein defining information includes defining attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the dynamic target group.

71. (Canceled)

72. (Previously presented) The system of claim 64 further comprising communicating with the identified individuals of the dynamic target group, wherein communicating includes sending to the identified individuals of the dynamic target group at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

73. (Previously presented) The system of claim 64 further comprising communicating with the identified individuals of the dynamic target group, wherein communicating includes distributing information to the identified individuals of the dynamic target group, and receiving feedback from the identified individuals of the dynamic target group.

74. (Previously presented) The system of claim 64 wherein identifying the individuals further comprises searching at least one explicit data source and wherein searching the explicit data source includes searching data sources having explicitly defined attribute information.

75. (Previously presented) The system of claim 64 wherein searching the at least one implicit data source includes searching data sources having implicitly defined attribute information.

76. (Withdrawn) A method of identifying a target group, the method comprising:
defining attributes of a first group of objects;
using at least some of the defined attributes to search at least one of explicit and implicit data sources for the first group of objects; and
using results of the search to perform a relationship evaluation to derive a secondary group of objects.

77. (Withdrawn) The method of claim 76 further comprising using the results of a previous relationship evaluation to perform a subsequent relationship evaluation to derive a subsequent group of objects

78. (Withdrawn) The method of claim 76 wherein the first group of objects includes a first group of people and the secondary group of objects includes a secondary group of people having a management relationship with the first group of people.

79. (Withdrawn) The method of claim 76 further comprising sending over a communications channel a request to the secondary group of objects information related to the first group of objects.

80. (Withdrawn) The method of claim 76 further comprising communicating with the secondary group including sending to the secondary group an information request based on at least one of a survey and a questionnaire.

81. (Withdrawn) The method of claim 76 further comprising accessing an enterprise resource planning system to define information associated with one or more attributes for a first group of objects.

82. (Withdrawn) The method of claim 76 wherein defining attributes includes defining attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the first group of objects.

83. (Withdrawn) The method of claim 76 further comprising communicating with the secondary group over at least one of a computer network, wireless, the Internet, an Intranet, electronic-mail and voice-mail.

84. (Withdrawn) The method of claim 76 further comprising communicating with the secondary group including sending to the secondary group at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

85. (Withdrawn) The method of claim 76 further comprising communicating with the secondary group including distributing information to the secondary group, and receiving feedback from the secondary group.

86. (Withdrawn) The method of claim 76 wherein searching explicit data sources include searching data sources having explicitly defined attribute information.

87. (Withdrawn) The method of claim 76 wherein searching implicit data sources include searching data sources having implicitly defined attribute information.

88. (Withdrawn) An article comprising a machine-readable medium storing machine-readable instructions that, when applied to the machine, cause the machine to perform operations comprising:

- define attributes of a first group of objects;
- use at least some of the defined attributes to search at least one of explicit and implicit data sources for the first group of objects; and

use results of the search to perform a relationship evaluation to derive a secondary group of objects.

89. (Withdrawn) The article of claim 88 further comprising instructions to use the results of a previous relationship evaluation to perform a subsequent relationship evaluation to derive a subsequent group of objects

90. (Withdrawn) The article of claim 88 wherein the first group of objects includes a first group of people and the secondary group of objects includes a secondary group of people having a management relationship with the first group of people.

91. (Withdrawn) The article of claim 88 further comprising instructions to send over a communications channel a request to the secondary group of objects information related to the first group of objects.

92. (Withdrawn) The article of claim 88 further comprising instructions to communicate with the secondary group includes instructions to send to the secondary group an information request based on at least one of a survey and a questionnaire.

93. (Withdrawn) The article of claim 88 further comprising instructions to access an enterprise resource planning system to define information associated with one or more attributes for a first group of objects.

94. (Withdrawn) The article of claim 88 wherein defining attributes includes instructions to define attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the first group of objects.

95. (Withdrawn) The article of claim 88 further comprising instructions to communicate with the secondary group over at least one of a computer network, wireless, the Internet, an Intranet, electronic-mail and voice-mail.

96. (Withdrawn) The article of claim 88 further comprising instructions to communicate with the secondary group including instructions to send to the secondary group at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

97. (Withdrawn) The article of claim 88 further comprising instructions to communicate with the secondary group includes instructions to distribute information to the secondary group, and receive feedback from the secondary group.

98. (Withdrawn) The article of claim 88 wherein instructions to search explicit data sources includes instructions to search data sources having explicitly defined attribute information.

99. (Withdrawn) The article of claim 88 wherein instructions to search implicit data sources includes instructions to search data sources having implicitly defined attribute information.

100. (Withdrawn) A system for establishing a target group, the system comprising one or more computers configured to perform operations comprising:

- defining attributes of a first group of objects;
- using at least some of the defined attributes to search at least one of explicit and implicit data sources for the first group of objects; and
- using results of the search to perform a relationship evaluation to derive a secondary group of objects.

101. (Withdrawn) The system of claim 100 further comprising using the results of a previous relationship evaluation to perform a subsequent relationship evaluation to derive a subsequent group of objects

102. (Withdrawn) The system of claim 100 wherein the first group of objects includes a first group of people and the secondary group of objects includes a secondary group of people having a management relationship with the first group of people.

103. (Withdrawn) The system of claim 100 further comprising sending over a communications channel a request to the secondary group of objects information related to the first group of objects.

104. (Withdrawn) The system of claim 100 further comprising communicating with the secondary group including sending to the secondary group an information request based on at least one of a survey and a questionnaire.

105. (Withdrawn) The system of claim 100 further comprising accessing an enterprise resource planning system to define information associated with one or more attributes for a first group of objects.

106. (Withdrawn) The system of claim 100 wherein defining attributes includes defining attributes based on at least one of special knowledge area, work experience, academic experience, position, and work situation associated with the first group of objects.

107. (Withdrawn) The system of claim 100 further comprising communicating with the secondary group over at least one of a computer network, wireless, the Internet, an Intranet, electronic-mail and voice-mail.

108. (Withdrawn) The system of claim 100 further comprising communicating with the secondary group including sending to the secondary group at least one of structured communication wherein possible responses to queries are predefined and unstructured communication wherein possible responses to queries are not predefined.

109. (Withdrawn) The system of claim 100 further comprising communicating with the secondary group including distributing information to the secondary group, and receiving feedback from the secondary group.

110. (Withdrawn) The system of claim 100 wherein searching explicit data sources include searching data sources having explicitly defined attribute information.

111. (Withdrawn) The system of claim 100 wherein searching implicit data sources include searching data sources having implicitly defined attribute information.